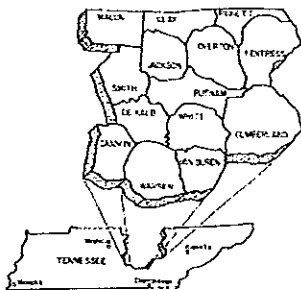


UPPER CUMBERLAND DEVELOPMENT DISTRICT

1225 South Willow Avenue
Cookeville, TN 38506
Phone: (931) 432-4111
Fax: (931) 432-6010



Chairman
Mike Foster

Vice Chairman
John Pelham

Secretary
Mike Gannon

Treasurer
J. H. Graham

Executive Director
Wendy Askins

April 4, 2012

Tennessee Department of Labor and Workforce Development

Re: Wendy A. Askins

Enclosed is our response to Ms. Askins claim for unemployment compensation benefits.

If you require additional information please do not hesitate to contact me.

Respectfully,

TENNESSEE DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
DIVISION OF EMPLOYMENT SECURITY
UI CLAIMS CENTER
PO BOX 280870
NASHVILLE, TN 37228-0870

TIME SENSITIVE REQUEST FOR SEPARATION INFORMATION

TEL 0408/0408 1903

PHONE: 1-866-331-1271
EXT: 1903
FAX: 615-253-7591
QUIT.TEAM@TN.GOV

UPPER CUMBERLAND DEVELOP
1225 S WILLOW AVE
COOKEVILLE TN 38506

SS#: [REDACTED]
BYE: 03/23/2013

DATE FILED: 03/27/2012
DATE MAILED: 03/28/2012
MUST BE RECEIVED BY: 04/04/2012

WENDY A ASKINS

PLEASE COMPLETE, SIGN AND DATE THIS FORM, RETURN TO THE ABOVE ADDRESS OR FAX BY THE 'MUST BE RECEIVED BY' DATE. YOU MAY USE THE BACK OF THE FORM IF NECESSARY. YOUR WRITTEN RESPONSE WILL BE USED IN MAKING A DECISION. IF YOU HAVE QUESTIONS, YOU MAY CALL THE ABOVE TELEPHONE NUMBER. FAILURE TO RESPOND TIMELY COULD RESULT IN ERRONEOUS PAYMENTS WHICH WILL BE CHARGED TO YOUR ACCOUNT IF THE CLAIM IS APPROVED. CLAIMANT WILL NOT BE REQUIRED TO REPAY BENEFITS IF A REDETERMINATION IS BASED ON LATE RECEIPT OF INFORMATION FROM YOU BY THIS OFFICE OR THE APPEALS TRIBUNAL (TCA 50-7-304(B)(2), AS AMENDED).

THE ABOVE NAMED INDIVIDUAL, FORMERLY EMPLOYED BY YOU, HAS FILED A CLAIM FOR UNEMPLOYMENT COMPENSATION BENEFITS. THE CLAIMANT STATES HE/SHE QUIT BECAUSE OF SITUATIONS INVOLVING HARASSMENT AND OR HOSTILITY FROM CO-WORKERS, EMPLOYERS OR CUSTOMERS.

IF THE REASON FOR SEPARATION IS DIFFERENT, PLEASE EXPLAIN ON THE BACK OF THIS FORM.

DATES OF EMPLOYMENT (BEGIN DATE 7/1/95..... (ENDING DATE) 3/20/12..

1. WERE THERE ANY CHANGES IN THE WORKING CONDITIONS AGREED UPON AT THE TIME OF HIRE? ... YES ... NO IF YES, EXPLAIN. N/A
2. WERE THE CHANGES ... PERMANENT OR ... TEMPORARY? N/A
FOR WHAT TIME PERIOD? Not Applicable.....
3. WHAT EFFECT DID THE CHANGES HAVE ON THE EMPLOYEE'S PRODUCTION?
Not Applicable.....
4. DID THE CHANGED CONDITIONS AFFECT OTHER EMPLOYEES? ... YES ... NO N/A
5. DID THE EMPLOYEE COMMUNICATE WITH SUPERVISORY PERSONNEL TO TRY TO RESOLVE THE PROBLEM BEFORE QUITTING? ... YES ... NO N/A
6. WHAT ACTION DID MANAGEMENT TAKE TOWARD RESOLVING THE PROBLEM?
N/A
7. Ms. Askins voluntarily resigned. See attached letter.

Earl J. Carr, Interim Executive Director 4/4/2012
EMPLOYER SIGNATURE & TITLE ACCOUNT NO DATE PHONE

LB-0810

< EVQ 01 - WORKING CONDITIONS >

BP0191 386

March 20, 2012

Mike Foster, Chairman
Upper Cumberland Development District
1225 South Willow Street
Cookeville, Tennessee 38506-4194

RE: Resignation

Dear Mr. Foster:

By means of this letter I hereby submit my resignation as Executive Director of the Upper Cumberland Development District, effective March 20, 2012.

I find this resignation necessary because of the "fire storm" that has been created by Channel 5 News media and a few other individuals in regard to the project "Living the Dream".

I would like to point out in this submission of my resignation that I have not been afforded an opportunity to respond to, or explain to the Board, or to the personnel committee, any of the allegations that have been made against me by the News Media. I feel that this slanted publicity has harmed this organization and has harmed me in my position as the Executive Director to the point where I can no longer be effective in caring out my duties.

I passionately believe in the project "Living the Dream". I have worked diligently on this project and donated many hours of my own time and made many contributions of my own personal property toward this project. However, because of my enthusiasm and efforts to try to expedite the completion of this project, I admit that I have made some mistakes and also made some errors in judgment. I emphatically deny however, that I have ever personally profited in any way in caring out my duties as the Executive Director of this organization beyond my salary, benefits, and the expenses that I was allowed in accordance with the policies that were in place at the time.

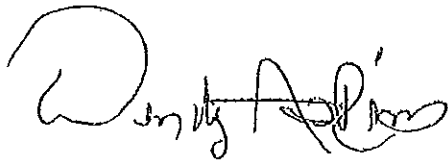
I sincerely regret that it has become necessary for me to submit my resignation because I feel so deeply about the project "Living the Dream", and would like to see it completed for the benefit of the elderly and disabled people in this district. Because of my passion for this project, after my resignation I am willing to work without any compensation to see that this project is completed.

I worked several years as the Executive Director for the Upper Cumberland Development District and I attach for your review my personal performance evaluation that was done by the personal committee that dates from July 1, 1995 through January 19, 2011.

Upper Cumberland Development District is a fine organization and has provided significant service to young and old people of this district who live in unfortunate circumstances. The News media and a few of my critics have seen fit to zero in on items that make sensational news stories while overlooking the many accomplishments of this organization. I will always support this organization and regret very much the damage to its reputation because of some of the errors in judgment on my part.

I thank all of you for the support given to me in the past and again, I am willing to do anything in my power to complete and make the project "Living the Dream" a success.

Respectfully yours,

A handwritten signature in black ink, appearing to read "Wendy Askins". The signature is fluid and cursive, with a large initial "W" and a stylized "A".

Wendy Askins

Encl.

cc: Mr. John Pelham, Chairman of Personal Committee

TENNESSEE DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT
 DIVISION OF EMPLOYMENT SECURITY

AVISO IMPORTANTE

AGENCY DECISION

AVISO IMPORTANTE

CLAIMANT:	CMC 0408/0408	EMPLOYER:	CMC 0408/0408
WENDY A ASKINS		UPPER CUMBERLAND DEVELOP	
1439 W CEMETERY RD		ATTN: PERSONNEL	
COOKEVILLE, TN 38506		1225 S WILLOW AVE	
		COOKEVILLE, TN 38506	

CLAIMANT VOLUNTARILY LEFT MOST RECENT WORK.
CLAIMANT VOLUNTARILY QUIT DUE TO PERSONAL REASONS. THERE IS NO EVIDENCE THAT THE CLAIMANT EXHAUSTED ALL ALTERNATIVES PRIOR TO LEAVING.

ALTHOUGH CLAIMANT'S REASON FOR LEAVING MET CLAIMANT'S PERSONAL NEEDS, THE REASON IS NOT CONSIDERED A GOOD WORK-RELATED CAUSE TO QUIT UNDER TENNESSEE CODE ANNOTATED 50-7-303.

TCA, AS REFERENCED ABOVE, PROVIDES THAT BENEFITS REMAIN DENIED FOR THE DURATION OF THE UNEMPLOYMENT PERIOD UNTIL CLAIMANT SECURES SUBSEQUENT WORK COVERED BY AN UNEMPLOYMENT INSURANCE LAW, EARNS TEN TIMES CLAIMANT'S WEEKLY BENEFIT AMOUNT AND IS SEPARATED FOR NO FAULT OF THE CLAIMANT. THE CLAIM IS DENIED AS OF CLAIM DATE SHOWN BELOW.

APPEAL RIGHTS: INTERESTED PARTIES HAVE THE RIGHT TO APPEAL THIS DECISION WITHIN 15 CALENDAR DAYS OF DATE MAILED. IF STATE OFFICES ARE CLOSED ON THE FINAL DAY, THE NEXT BUSINESS DAY IS THE DEADLINE. LATE APPEALS WILL ONLY BE ALLOWED IF YOU CAN SHOW, IN A HEARING, THAT YOU HAD GOOD CAUSE. FILE THE APPEAL BY MAIL TO TDLWD, APPEALS TRIBUNAL, 220 FRENCH LANDING DR, NASHVILLE, TN 37243-1002 OR BY FAX TO (615)741-8933. THE CLAIMANT'S SOCIAL SECURITY NUMBER MUST APPEAR ON ALL DOCUMENTS. THE GUIDE FOR RECEIVING UI BENEFITS AND THE EMPLOYER'S HANDBOOK CONTAIN ADDITIONAL INFORMATION. THE CLAIMANT MUST CERTIFY WEEKLY TO REMAIN ELIGIBLE FOR BENEFITS SHOULD FILING AN APPEAL RESULT IN APPROVAL. YOU MAY BE REPRESENTED BY AN ATTORNEY OR ASSISTED BY ANY OTHER REPRESENTATIVE YOU CHOOSE. IF YOU CANNOT AFFORD AN ATTORNEY, FREE OR LOW COST LEGAL ASSISTANCE MAY BE AVAILABLE THROUGH YOUR LOCAL LEGAL SERVICES ORGANIZATION OR BAR ASSOCIATION. WE CANNOT PROVIDE AN ATTORNEY FOR YOU.

SSN:	[REDACTED]	EMPLOYER RESPONSE: TIMELY
CLAIM DATE:	03/27/2012	RESPONSE RECEIVED: 04/04/2012
BYE:	03/23/2013	
DATE MAILED:	04/18/2012	LOCAL OFFICE: 0408/0408
		ADJ OFF BT/DK: 1907
DES 232.10A	VLO1	
LB-0699		

BP0190 453